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FOR EMPLOYERS

EARN

INDIANA
Indiana's Work-Study Program

EARN Indiana (Employment Aid Readiness Network) is the state's work-study program. Students with financial need have access to resume-building, experiential, paid internships, while participating employers receive state matching funds— up to 50% of the student's hourly wage. EARN Indiana has partnered with Indiana INTERNet to better match students and employers, and to assist employers in finding the perfect fit for their team.

Why **EARN** Indiana Internships are Good for Employers

Hiring an intern allows employers to:

- Stretch your hiring budget (up to 50% of EARN Indiana interns' hourly rate is reimbursed by the state of Indiana)
- Gain career-focused talent on a short or long-term basis
- Mentor and cultivate future workforce leaders
- Attract and retain local talent

Eligibility Requirements and Submitting an **EARN** Indiana Internship Application

A qualified employer may be:

- A Commission for Higher Education-approved college or university
- A unit of state or local government
- A private, not-for-profit organization located in Indiana performing work in the public interest
- A for-profit company (with preference given to small businesses)

To receive matching funds, certain minimum standards must be met:

- Internships must be paid (at least the federal minimum hourly wage)
- Internships must last at least 8 weeks
- Interns must work 12 to 20 hours per week during the academic year (12 to 40 hours per week during summer)
- Intern's work activities cannot be political or sectarian
- No more than 25% of an intern's work can be administrative (clerical)
- No more than 50% of the employer's workforce can be interns
- Federal work-study funds cannot be received for the same internship

To submit your experiential internship for participation, go to IndianaINTERN.net to create an organization account. You will receive email notification once your account is approved. Post an internship then click on the EARN Indiana banner and complete the short form. Full-time or part-time college students who are enrolled at an eligible Indiana college or university, do not have a bachelor's degree prior to the start of the approved internship term, and show financial need are eligible to apply. Interns must be Indiana residents to qualify.

EARN Indiana Internships take place in two employment waves:

Academic Year - Between AUGUST 16 and APRIL 30
Summer - Between MAY 1 and AUGUST 15

COLLEGE PLANNING



CAREER SUCCESS

08/16